

**Resources for Serving Individuals and Communities Impacted by  
Opioid Addiction and Other Substance Use Disorders**

- A. Products from the Evaluation Study of ETA’s National Health Emergency Demonstration Grantees:
1. The Role of the Workforce System in Addressing the Opioid Crisis: A Review of the Literature, February 26, 2020, found at:  
[https://www.dol.gov/sites/dolgov/files/OASP/evaluation/pdf/WorkforceOpioids\\_LitReview\\_508.pdf](https://www.dol.gov/sites/dolgov/files/OASP/evaluation/pdf/WorkforceOpioids_LitReview_508.pdf) and
  2. The Role of the Workforce System in Addressing the Opioid Crisis: A Resource Guide, February 26, 2020, found at:  
[https://www.dol.gov/sites/dolgov/files/OASP/evaluation/pdf/WorkforceOpioids\\_ResourceGuide\\_508.pdf](https://www.dol.gov/sites/dolgov/files/OASP/evaluation/pdf/WorkforceOpioids_ResourceGuide_508.pdf)
- B. Resources for Supported Employment Opportunities for Individuals in Recovery
1. Resources on Mental Health, for employers, individuals and policy makers, produced by DOL Office of Disability Employment Policy (ODEP):  
<https://www.dol.gov/agencies/odep/program-areas/mental-health>
    - i. Companion Toolkit: State Strategies to Assist Employees with Mental Health and Substance Use Issues Stay At Work/Return To Work, developed by Women in Government, partnership with ODEP’s State Exchange on Employment and Disability (SEED):  
<https://www.dol.gov/sites/dolgov/files/ODEP/pdf/Stay-At-Work-Return-To-Work-for-Employees-with-Mental-Health-and-Substance-Use-Issues-Companion-Toolkit.pdf>.
    - ii. Additional Mental Health Substance Use Disorder Resources and Toolkits published by Women in Government:  
<https://www.womeningovernment.org/learn/monthly-spotlight/mental-health-substance-use-disorders-toolkits-resources>
  2. Supportive Services Desk Reference. This desk reference provides an overview of the different types Supportive Services available for adults, dislocated workers, and youth participants of programs under WIOA:  
<https://ion.workforcegps.org/resources/2017/03/09/10/53/~/link.aspx?id=D04DCE07784F4574839FBC1FE37ED5DA&z=z>
  3. DOL Grant Programs:
    - i. Awarded Grants Focused on Women Workers Affected by the Opioid Crisis: Women’s Bureau - Re-Employment, Support, and Training for the Opioid Related Epidemic (RESTORE) grants:  
<https://www.dol.gov/agencies/wb/grants/restore>
    - ii. Reentry Employment Opportunities (REO), grants focused on re-entry for individuals with substance use disorder who are involved with the adult or juvenile justice system: <https://www.dol.gov/agencies/eta/reentry/grantees>
- C. Educating Workforce Professionals:
1. The Ohio Office of Workforce Development Tool Kit includes general information about opioid use disorder and specific resources for the workforce

system such as tips for tailoring services for individuals in recovery and tracking their employment, tools for developing recovery friendly workplaces, training information, sample policies, lists of local organizations who may serve as partners, and key action steps and sample documents to initiate a program: <https://jfs.ohio.gov/owd/WorkforceProf/Docs/OWDOpioidToolkit.stm>.

2. As part of the State Targeted Response/CURES grant from SAMHSA, provided by the Ohio Department of Mental Health and Addiction Services (OhioMHAS) provides an Opioid Online Curricula Series—a 23-part series of free training courses to provide general education about addiction for a variety of systems that encounter individuals with an opioid use disorder: <https://jfs.ohio.gov/owd/WorkforceProf/Docs/OpioidSeries.stm>.
3. National Institute for Occupational Safety and Health (NIOSH) presentation “NIOSH Responds to the Opioid Overdose Crisis and an Update on Workplace Supported Recovery”: <https://www.workforcegps.org/events/2020/10/14/13/34/NIOSH-Responds-to-the-Opioid-Overdose-Crisis-and-an-Update-on-Workplace-Supported-Recovery>.

#### D. Workplace Resources for Employers

1. Office of Disability Employment Policy –
  - i. Employer Assistance and Resource Network on Disability Inclusion (EARN): <https://askearn.org/>
  - ii. EARN’s Mental Health Toolkit: Resources for Fostering a Mentally Healthy Workplace: <https://askearn.org/mentalhealth/>
  - iii. Information on the Retaining Employment and Talent after Injury/Illness Network (RETAIN): <https://www.dol.gov/odep/topics/Stay-at-Work-Return-to-Work.htm>
2. Workplace Protections for Individuals in Recovery
  - i. Information and resources on Section 503 of the Rehabilitation Act: [www.dol.gov/agencies/ofccp/section-503](http://www.dol.gov/agencies/ofccp/section-503)
  - ii. Resources for Federal Contractors and Workers Related to Past Drug Misuse: <https://www.dol.gov/agencies/ofccp/drug-misuse>
  - iii. Office of Disability Employment Policy: The Job Accommodation Network (JAN): <https://askjan.org/>
3. Workplace Safety and Supporting Recovery at Work:
  - i. Resources on suicide prevention and drug misuse: <https://www.osha.gov/preventingsuicides/>
  - ii. National Safety Council’s Opioid Toolkit for Employers: <https://www.nsc.org/pages/prescription-drug-employer-kit>
  - iii. Resources on complying with the Mental Health Parity and Addiction Equity Act (MHPAEA): <https://www.dol.gov/agencies/ebsa/laws-and-regulations/laws/mental-health-and-substance-use-disorder-parity>
4. Incentives to Hire Individuals with Barriers to Employment
  - i. Federal Bonding Program: Every state has a Bonding Coordinator. Find yours here: <https://bonds4jobs.com/our-services/directory>.
  - ii. Work Opportunity Tax Credit: <https://www.dol.gov/agencies/eta/wotc/contact/state-workforce-agencies>